

The truth about Dane Passo AND THE "UNITED SLATE"

Dane Passo and the United Slate present themselves as the people who want a stronger and more militant union. But their record shows the opposite is true.



Passo testifying before our political enemies in Congress

PASSO'S ROTTEN RECORD

- Passo is a supporter of Frank Wsol, head of Local 710, the only Teamsters local in the country to scab on the UPS strike last summer.
- Passo worked for Dan Liguoris, the mob-allied, former Secretary-Treasurer of Local 705 who was removed by the International Review Board for corruption. Liguoris shot and killed his son in the basement of the union hall.
- Passo was fired as a 705 organizer for failure to perform his duties.
- Passo is a full-time Hoffa activist. Hoffa wants to bring back the "good old days" of mob control, when UPS cut start pay from \$12 to \$8 per hour.

PASSO PALS UP TO PRO-UPS POLITICIANS

Dane Passo testified as a friendly witness at a Congressional subcommittee investigating the Teamsters union that was dominated by UPS's

political hit men in Congress. These are the people who wanted UPS to win the strike against us. The subcommittee investigating the Teamsters is made up of the Republicans whose voting record on labor is listed in the above chart.

Passo's new pals in Congress

	Voting record on labor issues	UPS campaign contribution
Scarborough (R.-Fla.)	0%	\$5,000
Barr (R.-Ga.)	0%	\$5,000
Norwood (R.-Ga.)	0%	\$5,000

\$5,000 is the maximum contribution allowed by law.
Source: AFL-CIO

Passo thought the strike against UPS was a bad idea.

In fact, the strike was the greatest labor victory in 20 years. It won:

- 10,000 new full-time jobs nationally, 600 locally (a higher proportion).
- 25% raise for full-timers over five years, a 35% raise for part-timers.
- Higher start pay for part-timers.

Passo's buddy Frank Wsol, head of Local 710, the only Teamsters local to scab on the strike against UPS, got \$1.00 less for part-timers.

Don't vote for Passo and the United Slate. They want to bring us back to the "Good Old Days" when the mob, the bosses and right-wing Republicans looted the union at our expense.

Vote for Zero/McCormick. They led the strike against UPS.

The Zero-McCormick Reform Leadership-A Solid Record of Accomplishment

The Zero-McCormick Reform Team Has Delivered More In Its Two + Years in Office Than Previous Administrations Even Tried in the Years Before- Here Are Just Some Examples.

BETTER CONTRACTS AND BENEFITS

- ♦ *Bargained* the best UPS pensions in the country
- ♦ *Increased* weekly sick benefits from \$175 to \$275 in Freight & Cartage- and raised benefits \$100 in UPS
- ♦ *Negotiated* "Innocent Until Proven Guilty" in most contracts-saving hundreds of member jobs from managements' unfair discipline attempts

IMPROVED REPRESENTATION- PUT THE MEMBERS NEEDS FIRST

- ♦ *Tripled* the stewards force-and added more than 100 UPS stewards
- ♦ *Hired* rank-and-file Teamsters for Union Rep jobs-they've walked in your shoes-they fight for the issues that are important to you
- ♦ *They arbitrate* more grievances in a month than the previous leadership did in a year

INSTALLED UNION DEMOCRACY & MEMBER INVOLVEMENT

- ♦ *Included* rank-and-file on all bargaining committees for first time ever
- ♦ *Created* Volunteer Organizing Committees (VOC's)- where rank-and-file union members take the lead in organizing drives- Local 705 now has a 90% success rate in representation elections-among best in the nation.
- ♦ *Created* craft meeting program-informed members of their rights and educated them about issues in their industries.

CLEANED UP WASTEFUL PRACTICES OF THE PAST

- ♦ *Slashed* extravagant old guard salaries
- ♦ *Eliminated* expensive staff parties-like the \$32,000 1992 Christmas party
- ♦ *Banned* officers from getting better Health, Welfare and Pension benefits than the members

With Your Help

They'll Do Even More in the Next Three Years

The Zero-McCormick Reform Slate: The First Ones To Do *Anything* For Part-Timers

Now that it's election time, people that you NEVER heard from are going to promise you the world. But the one thing they won't tell you is this- the leaders of the opposition slate used to work for the old- guard administration that was thrown out of office by the Justice Department. And when they were still in office- *they never did one thing for UPS part time employees.*

Jerry Zero, John McCormick, Bennie Jackson, Lorelei Anderson and the rest of the Zero-McCormick Reform Slate worked hard to give part-timers a place in the union.

- ▶ They bargained the first "catch-up" raises for part-timers in Teamster history. Part-time pay is hiked 25% higher than full-timers'.
- ▶ They bargained a 20% increase in new full time jobs- higher than the national average of 12%. Plus part-timers fill full time vacancies. This will create nearly 1,500 full time jobs for part-time members.
- ▶ They appointed part-timers as stewards for the first time in Local 705 history.
- ▶ They named part-timers to the bargaining committee for the first time in Local 705 history.
- ▶ They doubled part-timer pensions-and greatly reduced the hours you have to work each year to qualify for pension benefits.
- ▶ *If you were on the payroll before July 31, you get health insurance now!*

What did their old-guard opponents do for part-timers?

- ▶ Never bargained any part-timer pay raise.
- ▶ Never even asked for more full time jobs.
- ▶ Never let a part-timer be union steward.
- ▶ Never let a rank-and-file Teamster on any bargaining committee.
- ▶ Never even asked for better part-timer pensions.
- ▶ Never asked for better health care.

**IF THE OLD-GUARD OPPONENTS TRY TO TELL YOU OTHERWISE-
ASK THEM TO PROVE IT! ASK THEM TO SHOW YOU IN WRITING.**

Re-elect the Zero-McCormick Reform Slate

They've Brought Fiscal Reforms to Local 705

"When the IBT put the local into trusteeship, the books were a mess and the members were getting ripped off. Outrageous salaries, \$32,000 staff Christmas parties, luxury cars- Ligurotis was spending money everywhere but where it belonged. I'm proud of the work we've done to turn it around."

Greg Galles - Local 705 Trustee and Judge and Dolph driver

The Zero-McCormick Reform Team

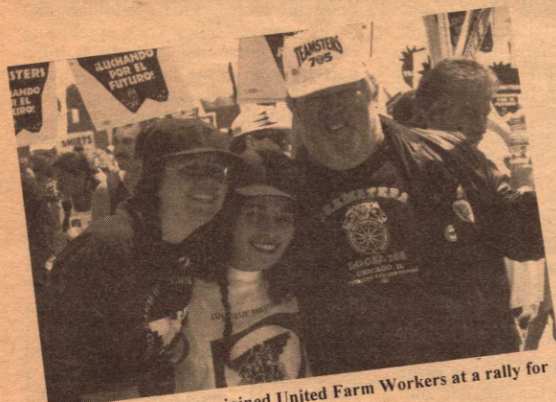
- ◆ Dumped the \$200,000 salaries
- ◆ Eliminated the \$25,000 severance pay for favorites
- ◆ Got rid of the luxury cars
- ◆ Reduced the Rep staff by 1/3-and increased productivity!
- ◆ Ended the lavish parties
- ◆ Removed Carmell's law firm from *all* union business.

They Make Sure Your Dues Money Goes
Where It Belongs-To *Serve* the Members

Re-Elect the Zero-McCormick Reform Team

Overcoming Corruption, Third-rate Contracts and Benefits in Hoffa Country

Reform Returns Power and



Local 705 members joined United Farm Workers at a rally for strawberry workers.

What would our union look like if Hoffa and his supporters were in control? Look no further than locals run by big-time Hoffa backers, like several large locals in Chicago. Until 1993, when the International placed it into trusteeship, Local 705 was one of those old guard "model" locals, run by Dan Liguoritis.

Decades of corruption and nepotism handed Local 705 members a bleak legacy: scores of substandard contracts, a goon squad atmosphere, second-rate medical and pension benefits and millions siphoned off into the pockets of Liguoritis' friends and family.

What does a reform local union look like? Today Local 705 is one of dozens of locals around the U.S. that are successfully fighting to overcome years of corruption and rebuild Teamster power. At the end of the trusteeship a reform team beat out old-guard forces in Local 705. Just last fall, the reformers won again, reelected by the members to keep moving forward with a positive program.

Reform works. The changes in Local 705 show what can be done when democracy and member involvement are established.

Interview with Local 705 Secretary-Treasurer Gerald Zero

'The Mob Saw Our Local as a Piece

Convoy Dispatch: What legacy did the old guard leave Local 705?

Gerald Zero: This local was very important to the mob. Basically, they saw our local as a piece of real estate. Also, when we came in here there were probably 400 contracts. At least 200 of those were two-tier, three-tier contracts. One, Carmichael Trucking, had 27 different pay scales! Now I'd say no more than 10 contracts still have two or more tiers. And these we expect to clean up.

That was extremely tough. There were many contracts where members were making \$9 per hour and less! We told our reps right from the start "don't bring back any contracts where anyone makes any less than \$12 per hour." If we had to put somebody out of business to do it, we would. But we only had to put one or two out of business. The employers caved in.

CD: What about the benefit funds, what condition were they in?

GZ: Our other big challenge was the health and welfare fund. It was in sad shape. We had to ask for significant increases in contribution rates, in some cases an increase of \$15 per week, per member. The pension fund was in decent shape, but not great. Now the fund is closing in on a billion dollars. What they went after was the health and welfare money. Dan Liguoritis, Sherman Carmell (the attorney for the most corrupt, mob-connected Chicago labor leaders) and others had several schemes for siphoning money from

the fund. A good example is the doctor who was head of the clinic. If you went to our clinic for a headache, hangnail or whatever you took a blood test. Every blood test went to a clinic that the doctor owned. So he was knocking down three or four hundred thousand dollars just on blood tests alone.

CD: When you came in you replaced the union trustees on the funds, but did the employer trustees fight your proposals?

GZ: Oh yeah, they fought. The hardest thing was getting rid of the fund attorney, Carmell, who was part of the scheme to take money out of here. All of his relatives were tied in—his daughter worked for some investment firm that the fund had about \$30 million with. His son-in-law was the head of a firm that handled the legal service plan—they were billing us for a couple million bucks. Carmell himself was knocking down a half a million a year.

Basically, we told the trustees that we would deadlock everything until Carmell was out. We left the room and they all met with him in one of the closets and he just left. We forced him out.

CD: Once givebacks like two-tier are in a contract, it can be tough to get them out. How were you able to do this?

GZ: We just said we've got to get rid of these, even if it takes time. We would negotiate a raise for the guys at the top, and then even more of a raise for the guys at the bottom of the scale—so eventually the rates would get closer.

We had one contract when we came in here, Emery Air Freight, with about 135 members. It had been three different companies at one time. They all did the same job working for the same company, but some made \$16 per hour, some \$15.80 and some \$12.50. The ones at the bottom were almost all minorities. By the end of the contract, everyone will be making the same money and the Purolator workers, who didn't have a pension, are in the pension. It was a great contract. They accepted it two to one. Didn't need a strike, just the threat

because we were bargaining hard.

CD: How are members involved in bargaining?

GZ: We decided that every committee would have rank and filers. They know the work better than anyone. They are your communication link with the rest of the workforce. Without rank and filers on the

"I remember what our local meetings used to be like. If anyone spoke up or made a proposal, they would get thrown out or have chairs thrown at them. Now there's an open microphone and members can speak their minds. I remember how our pension plan took a hit under Liguoritis. It's better now, but not what it should be, thanks to what the old officials did."

—Bill Barbre

UPS Feeder Driver, Local 705 member 38 years

committee you've got less strength.

CD: You won the recent rerun election in the face of an all-out effort by the Hoffa forces. Clearly your support for reform is growing. Why?

GZ: If you involve the members, you will get the support. It's their union. It doesn't belong to me, I'm just lucky to be up here.

For one thing we do a lot of training for stewards, for members, for different crafts. We also bring in the bigger picture by talking about the broader labor movement, using videotapes from Jobs with Justice, having rallies to support other unions and getting members out to support other struggles. We've been to Decatur and to Detroit a couple of times—bus trips that involve the members.

When we came in there were only about 100 stewards. I talked to other locals and found out that one steward for every 40 members seemed to be the consensus—and we were something like 110 members to every steward! Some jurisdictions had no stewards under the old regime. At UPS there were no part-time stewards. Now there are probably about 60 of them. Overall we've added about 220 stewards.

CD: You mentioned getting members involved.



Local 705 membership meeting.

Pride to Chicago Local 705

Turning It Around

What They've Done:

- Since 1992 Local 705 has eliminated almost all two-tier provisions—a legacy from the old guard years of control. That's in nearly 200 contracts.
- Organized several thousand new members into the local. Recent organizing victories include units at Dobbs International (112-1 voted in favor of the union), Jetstar, Dillon and other tankhaul drivers. One major victory is a K-Mart warehouse—the first K-Mart facility to vote union.
- Established an organizing win rate of 90 percent—over double the normal success rate in representation elections. One recent win at A.E. Sween (a

distributor for 7-11 stores) came on the heels of an aggressive management campaign that included videotapes given to all workers right before the vote. 705 won that vote by a two to one margin.

- Rebuilt the health and welfare fund. In 1993 it was losing \$6 million per year. Assets today are around \$55 million. This was done while boosting coverage for members.
- Led a membership campaign to pressure management pension fund trustees into improving pension benefits. Returned over \$13 million to the health and welfare fund through lawsuits filed against the trustees.
- Restored pride and power. Over 500 members attend union meetings. Over 300 members now serve as stewards.

e of Real Estate'

How many members attend union meetings?

GZ: Around 500-600 attend, which is good but we'd like to see even more. We've doubled it from under the old leadership. One thing we did was change meetings to Sunday mornings so more people could attend.

CD: What about elected stewards? Is this an issue you've had to face?

GZ: The first year we were out of trusteeship, we put in a proposal for elected stewards that would have still given us some control over bad stewards. Back then our meetings were pretty raucous. I came down to the mike to speak in favor of elected stewards, but the Hoffa people started disrupting the meeting and going nuts. So the chair closed the meeting. Last year we decided to see how things went. Some proposals were put in but they were shot down because the proposal was to have elections even if one member complained about a steward. We still need to address this issue in the future.

CD: What expectations do you have for stewards?

GZ: They are expected to investigate and handle grievances in the early stages. And they have been a big help. This means that we've been able to reduce the number of representatives, while still insuring that members get excellent representation. When we came in there were 38 reps, now we have about 24. The resources saved can go into organizing, membership training and other programs. It's because we have these stewards who do a good job. And we train them—we've had the IBT here five or six times, and we do our own training. Some of them, when we get to a six-man board here in our grievance procedure, they help present the case.

CD: With over 17,000 members, Local 705 is certainly big enough to go it on its own. Why reach out to others?

GZ: There is so much help we can get from other unions, so much we can do to help others. A good example was the UPS strike. Our message struck a chord with working people around the world. No local can take on UPS alone. Unions can't expect to win

real victories without the power that comes from broad support. The union means so much more than servicing the members. There are a lot of young people here who are going to be good leaders. Mostly because they got good training.

CD: What are your goals for the future?

GZ: I'd like to see the local grow to 20,000 members. I'd also like to see the freight pension reach the UPS levels, which would help members enormously. And we'd like to have full medical coverage. It's much better than before, but I'd like to see 100 percent coverage. And, we'd like to get more members involved. The more members participate, the stronger the union is going to be.

CD: What is your opinion on multiple salaries?

GZ: For anyone to have three or four salaries is wrong. If you are doing one full-time job, you should be paid a salary to do that job. For example, the head of the joint council here makes \$65,000. What does he do, work Monday for his local, Tuesday for the joint council? Why should you get another salary if you aren't working any more?

CD: What else needs to be done in our union, in the joint councils for example?

GZ: The joint councils are in the Dark Ages. It is horrible how much money in the joint councils goes to salaries and pensions. They get extra salaries. I don't know what they do.

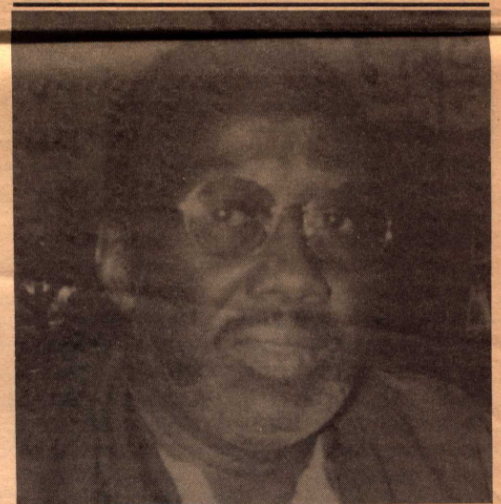
One idea that came up was that we get people to do strike duty from all the locals in the joint council. Great idea, except for the fact that Billy Hogan, the head of the joint council at the time, had his people crossing our picket lines. Frank Wsol, head of Local 710, vice president of JC 25 and another Hoffa-backer, crossed all of our picket lines and refuses to go on strike at UPS. I don't think he has ever had a strike.

CD: What about the rerun election, where do you stand?

GZ: We've got to keep reform going. Look at the changes that have already been made in our union. We can't afford to go back to the bad old

days when Hogan, Ligurotis and the rest were running roughshod over the members.

We've got a chance to do great things—and we can if we keep getting members involved and bring along a new generation of Teamster leaders, ones who are fighting 100 percent for the members.



James L. Harris

Local 705, Roadway Express steward

The last five years, with the new leadership, are the best I've ever seen in our local. Years ago the local's office was like a fortress, you couldn't get in. Their attitude was, "Be glad you've got a job." Grievances? Forget it, they were tossed aside. At one time there wasn't a single black steward.

Now we've restored the power. Nearly 500 members attend meetings, 200 of them stewards. The new guys listen to what you have to say. Zero's office is always open.

Best of all, members are participating more than ever. Guys used to lay back. Now they say, "This is our local." Our work and our union, this is our livelihood. We've got to make it work.